

# BAM 2025 CONFERENCE



## Gender in Management Track

### Track Chairs:

- Dr Andrie Michaelides, Open University of Cyprus
- Professor Patricia Lewis, University of Kent
- Professor Carol Woodhams, University of Surrey

### Track Description

As a research area, gender and organization studies has established a strong presence within the broader management research field over the last 25 years. The Gender in Management SIG has made a significant contribution to the growth of this field through its support of developing scholarship around gender as a form of difference. While gender research has paid much attention to the contrasting experiences of men and women within organizational contexts across a range of issues such as work-life balance, leadership, and career development, over time gender scholarship has developed beyond this comparative focus. The persistence of gender inequality and recognition of how gender interacts with a range of other differences such as race, ethnicity and class has expanded the theoretical oeuvre and empirical concerns of gender researchers. Joan Acker's ground-breaking scholarship shifted the theoretical and empirical focus from consideration of the differences between men and women to investigation of the way in which gender is embedded within the policies, processes, and structures of organizations and the challenges this poses when confronting inequality. Similarly, take-up of Kimberley Crenshaw's notion of intersectionality within gender and organization studies, which calls for a recognition of the intersections of race, gender and class as simultaneous processes which impact on experiences of work across organisations, has significantly impacted on our theorising and understanding of marginalization. Finally, as our understanding of gender has become more nuanced and diverse with an increasing number of people identifying as being outside the gender binary or understanding their gender identity as being different from their assigned gender, there is a need to investigate the transgender experience within contemporary organisations.

We welcome full and developmental papers, and symposium proposals, that cover any issues directly related to gender and management, nationally and internationally, including but not limited to the following themes:

- Cross-cultural issues in gender and management
- Diversity and the construction of difference – impact and implications
- Experiences of sexism
- Feminist Organisation Studies

- Feminist Organisations
- Gender binary – challenges and disruptions
- Gender and career – career sustainability, advancement, development, and intersection with broader life
  - Gender discrimination and organisational culture
  - Gender diversity and inclusion policies and practices
  - Gender discrimination and industry specific features
  - Gender and emotions
  - Gender and management
  - Gender and leadership
  - Gender and entrepreneurship
  - Intersectionality
  - Macro-level and other contextual influences on gender and career
  - Managerial and leadership Identity
  - Sexual politics, harassment, and discrimination
  - Transgender work experiences
  - Work-life or work-family balance, flexible work arrangements (FWAs)
  - The intersections of work and family